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ABSTRACT

A survey conducted in February 1990 asked 100 librarians to respond to a mailed Myers-Briggs Type Indicator (MBTI), a widely used personality survey that determines Jungian personality types. The results of the MBTI can be applied to building work teams in the library. Forty-eight librarians responded to the survey. Their responses were tallied and compared to the results of an earlier survey of librarians. The largest of the 14 groupings identified in this survey had a personality type characterized by originality, great drive, organizational ability, independence, and stubbornness. One of the smallest groups was composed of librarians whose personality type is characterized by a liking for sports and an ability to think on one's feet. The paper includes statistical tables displaying a complete breakdown of the personality groupings identified in this survey by sex and by employment in a public, academic, or special library, as well as a comparison of the results of this survey with a previous survey of 267 librarians. One-paragraph profiles of each of 15 personality types derived from the work of Carl Jung are also included. (KRN)

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Survey of Librarians
Using the Myers-Briggs
Type Indicator
(Form G Self-Scorable)

by

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The Myers-Briggs Type Indicator (MBTI) was developed by Katherine Briggs and Isabel Briggs Myers "in the belief that many problems might be dealt with more successfully if approached in the light of C.G. Jung's theory of psychological types."¹ First tested in 1942, it has yielded a "wide range of information about the practical bearings of type."² Since then, the MBTI has "probably become the most widely used personality measure for non-psychiatric populations."³

The MBTI is "probably the simplest and most reliable method of determining a person's Jungian type."⁴ "The main objective of the MBTI is to identify four basic preferences. The inaiices, EI, SN, TF, and JP are designed to point in one direction or the other. They are not designed as scales for measurement of traits or behaviors."⁵ EI stands for Extraversion or Introversion. SN indicates Sensing perception or Intuitive perception. TF points to Thinking judgment or Feeling judgment. JP shows Judgment or Perception. Jung devoted much thought to extraverted and introverted attitudes. The layperson perceives introverted as shy and extraverted as sociable. Jung's concept and Myers' descriptions are much broader. In the extraverted attitude, "attention seems to flow out, or to be drawn out, to the objects and people of the environment."⁶ In the introverted attitude, "energy is drawn from the environment, and consolidated within one's position. The main interests of the introvert are the inner world of concepts and ideas."⁷

The present survey was conducted in February, 1990. The American Library Directory was the source for names and addresses. Questionnaires were distributed equally among the four geographic census regions (East, West, South, and Midwest). One hundred copies of the Form G-Self Scorable MBTI were thus sent. Forty-eight usable responses were received.⁸

¹Isabel Briggs Myers, with Peter B. Myers, Gifts Differing (Palo Alto : Consulting Psychologists Press, 1980), xii.

²Ibid., xii.

³Ibid.

⁴Ibid., ix.

⁵Isabel Briggs Myers and Mary H. McCaulley, Manual: A Guide to the development and use of the Myers-Briggs Type Indicator (Palo Alto: Consulting Psychologists Press, 1985), 3.

⁶Ibid., 13.

⁷Ibid.

⁸See Tables I and II for a breakdown by region, sex, and library type.

The largest response (22.91%) fell into the INTJ type.⁹ This indicates that the respondents have original minds, great drive, organizational ability, independence, and stubbornness. Lawyers and attorneys were the most frequently represented occupations from the general population (15.13%). A previous study indicated that librarians scored 3.75%. Thus, this sample of librarians exhibited qualities which differ widely from the perceived characteristics of the layperson.

ENFP (14.58%) as the next highest response from the survey. Warm, innovative, and imaginative, this type likes to improvise. In the general populace, journalists topped this category (21.15%). The earlier librarian survey revealed a rate of 7.49%. The group closest to librarians was aeronautical engineers (14.81%).

ISTJ (12.50%) ranked third in the survey. Thorough, practical, logical, and self-willed, this group compared to hairdressers and school administrators (12.50%). The earlier survey showed that 10.86% of librarians fell into this group. Steelworkers (31.43%) scored the highest in this category.

The fourth group was INFP (10.41%). They have a great capacity for work, care about learning and ideas, are independent, and sometimes self-absorbed. Other librarians (10.49%) scored closest to the survey. Psychiatrists (20.59%) were the largest profession from the general population.

The fifth largest group was INFJ (8.33%). Persevering, compassionate, quiet, good workers, they are conscientious. Social workers (8.14%) scored nearest to librarians. Librarians totalled 7.12% in the previous survey. Priests and monks (15.53%) were the highest group from the general population.

ISFP (6.25%) ranked next. Modest, quiet, sensitive, they are friendly. Computer operators (6.40%) compared most closely in the general population. The previous library group showed 2.25%. Clerks and stock clerks were the most frequently represented (13.43%).

ESTJ (4.16%) are practical and organized, with mechanical ability and are good administrators. Priests and monks (3.65%) were the closest in the general population. Other librarians scored 5.62%. Industrial arts and technical college teachers made up the largest number in the category (27.73%).

ENTJ (4.16%) are hearty, frank, and eloquent, making good public speakers and leaders. Math teachers (4.23%) were the closest profession in the general population. Librarians in the previous group scored 2.25%. Attorneys (21.43%) were the highest percentage in the general population.

ENTP (4.16%) have quick minds, a capacity for debate, and a dislike of routine. Reading teachers (4.13%) were the nearest occupation in the general population. Other librarians scored 4.49%. Photographers (16.45%) ranked first in the general population.

INTP (4.16%) are quiet, logical, and theoretical, having a scientific bent. Mining engineers were the closest group in the

⁹See Table III for complete comparisons.

general population (4.21%). Previously surveyed librarians totalled 3.00%. Chemists were the most numerous from the general population (13.11%).

ENFJ (2.08%) are sensitive, sociable, tactful and are leaders. Computer programmers (2.0%) were the closest group in the general population. Librarians in the earlier survey scored 7.87%. Clergy (17.74%) dominated this group in the general population.

ISFJ (2.08%) exhibit loyalty and quiet, painstaking capacity. Writers (1.92%) scored nearest in the general population. The earlier library group totalled 19.10%. Licensed practical nurses (22.31%) topped this category in the general population.

ISTP (2.08%) are cool, analytical, and logical, often having an offbeat sense of humor. Medical technologists (2.04%) came closest in the general population. Librarians in the previous survey scored 2.25%. Mechanics (9.45%) ranked first in this type in the general population.

ESTP (2.08%) think on their feet and like sports. Hairdressers (2.08%) were the nearest in the general population. Other librarians scored .075%. Marketing personnel (9.64%) were the largest group in the general population.

In this survey, the librarians scored 31.2% E (Extravert) and 68.8% I (Introvert). The larger sample from the general population scored 39.3% E and 60.7% I. Thus, librarians do seem to be more introverted than the general population.¹⁰

The SN scale deals with sensing and intuitive kinds of perception. The former is more practical and the latter more imaginative. The survey sample scored 29.1% Sensing and 70.9% Intuitive. Previous survey groups scored 53.56% Sensing and 46.44% Intuitive. Art, drama, and music teachers scored closest to the survey at 29.11% Sensing and 70.89% Intuitive.

The TF scale concerns Thinking and Feeling. Those scoring higher in Thinking are more analytical. Those scoring higher in Feeling are more people-oriented. This survey showed 56.2% T and 43.8% F. Librarians from other groups indicated 32.96% Thinking and 67.04% Feeling. The group most closely resembling the survey consisted of college and technical institute administrators (56.6% T and 43.4% F).

The JP scale deals with Judging and Perception. High scorers in the J end are more structured, while those in the P area are more spontaneous. The survey showed 56.2% J and 43.8% P. The other librarian sample indicated 64.04% J and 35.96% P. The group in the general population scoring closest to the survey was designers (56.36% J and 43.64% F).

Sensing-Thinking individuals made up 20.8% of this survey, as other librarians totalled 19.48%. Nurses (20.85%) most closely resembled the survey sample in the general population.

Sensing-Feeling persons scored 8.3% in the survey. Librarians from the larger sample compiled 34.08%. Social scientists were

¹⁰See Myers and McCaulley, 244-261, for complete preference breakdowns.

closest to the survey, at 8.78%.

The scores most similar were found in the Intuition-Feeling category. Survey results made up 35.4% , while other librarians totalled 32.96%. Religious workers (35.32%) came closest to the survey.

Intuition-Thinking scales came out as 35.4% for the survey. Librarians from previous samples scored 13.48%. Sales managers were the group from the general population closest to the survey (34.94%).

The MBTI has practical applications for the building of work teams in the library. It provides "another perspective to gain insight into work interactions...It can reduce conflict, helping employees to decide whether a disagreement is one of style or of substance. It can indicate strengths and blind spots in work teams...Different styles can be uncomfortable, but often are essential to good management."¹¹

One administrator, seeking to develop an understanding and insight into the staff in a short time, calls it an "excellent instrument." She further pointed out that "if you use the results to help during the planning stages of a project, I think the results will be more balanced."¹²

TABLE I

Number of forms sent=100

Number of responses=48

SEX (Return rate)	REGION (Return rate)	TYPE OF LIBRARY (Return rate)
Male=40.5%	West=56%	Public=62.9%
Female=52.3%	Midwest=48%	Special=44.4%
	East=44%	Academic=41.8%
	South=44%	
Public (N=16)	Academic (N=23)	Special (N=9)
ISTJ=18.7% (3)	ENFP=26.0% (6)	INTJ=55.5% (5)
INTJ=18.7% (3)	INFP=17.3% (4)	INTP=11.1% (1)
ENTP=12.5% (2)	ISTJ=13.0% (3)	ISFJ=11.1% (1)
ISFP=12.5% (2)	INTJ=13.0% (3)	ISTP=11.1% (1)
ENFJ=06.2% (1)	INFJ=13.0% (3)	ESTJ=11.1% (1)
INFJ=06.2% (1)	INTP=04.3% (1)	
ENTJ=06.2% (1)	ENFP=04.3% (1)	
ESTP=06.2% (1)	ENTJ=04.3% (1)	
ESTJ=06.2% (1)	ISFP=04.3% (1)	

¹¹Linda Rome, "Myers-Briggs: a tool for building effective work teams," Wilson Library Bulletin 64 (May 1990): 42.

¹²Ibid., 47.

TABLE II

Comparison of 2/90 survey and results of previous surveys using Form G

2/90	Previous
Males (N=15)	Males (N=15,791)
INTJ=26.6%	ISTJ=15.5%
ISTJ=20.0%	ESTJ=14.0%
ENFP=13.3%	INTJ=07.3%
INFP=06.6%	INTP=07.1%
ENTP=06.6%	ENTJ=06.9%
ISTP=06.6%	ENTP=06.8%
ENTJ=06.6%	ISTP=06.0%
INFJ=06.6%	ESTP=05.9%
ESTJ=06.6%	ENFP=05.4%
	INFP=04.8%
	ESFJ=04.4%
	ISFJ=04.4%
	ESFP=03.1%
	ISFP=03.0%
	ENFJ=02.7%
	INFJ=02.6%
Females (N=33)	Females (N=16,880)
INTJ=21.2%	ESFJ=10.7%
ENFP=15.1%	ISFJ=10.3%
INFP=12.1%	ESTJ=10.1%
ISTJ=09.0%	ENFP=09.8%
INFJ=09.0%	ISTJ=09.8%
ISFP=09.0%	ENFJ=06.4%
INTP=06.0%	INFP=06.3%
ENFJ=03.3%	ESFP=05.7%
ISFJ=03.3%	ENTJ=05.2%
ESTP=03.3%	INFJ=04.8%
ESTJ=03.3%	ISFP=04.3%
ENTP=03.3%	ENTP=04.1%
ENTJ=03.3%	INTJ=04.0%
	ESTP=03.8%
	INTP=03.2%
	ISTP=02.7%

TABLE III

2/90 Survey results of preference by sex

	TOTAL (N=48)	MALE (N=15)	FEMALE (N=33)
E	31.2%	33.3%	30.4%
I	68.8%	66.7%	69.6%

S	29.1%	33.3%	27.2%
N	70.9%	66.7%	72.8%
T	56.2%	73.3%	48.4%
F	43.8%	26.7%	51.6%
J	56.2%	66.6%	51.5%
P	43.8%	33.4%	48.5%
ST	20.8%	33.3%	15.1%
SF	08.3%	-----	12.1%
NF	35.4%	26.6%	39.3%
NT	35.4%	40.0%	33.3%

Table IV

TYPE	2/90 (N=48)	MBTI DATA BANK (N=267)
INTJ	22.9% (11)	03.8%
ENFP	14.5% (7)	07.5%
ISTJ	12.5% (6)	10.9%
INFP	10.4% (5)	10.5%
INFJ	08.3% (4)	07.1%
ISFP	06.2% (3)	04.1%
ESTJ	04.1% (2)	05.6%
ENTJ	04.1% (2)	02.3%
ENTP	04.1% (2)	04.5%
INTP	04.1% (2)	03.0%
ENFJ	02.0% (1)	07.9%
ISFJ	02.0% (1)	19.1%
ISTP	02.0% (1)	02.3%
ESTP	02.0% (1)	0.07%
ESFP	-----	03.4%
ESFJ	-----	07.5%

MBTI Jungian Typology

ISTJ

Serious, quiet, earn success by concentration and thoroughness. Practical, orderly, matter-of-fact, logical, realistic, and dependable. See to it that everything is well organized. Take responsibility. Make up their own minds as to what should be accomplished and work toward it steadily, regardless of protests or distractions.

ISFJ

Quiet, friendly, responsible, and conscientious. Work devotedly to meet their obligations. Lend stability to any project or group.

Thorough, painstaking, accurate. Their interests are usually not technical. Can be patient with necessary details. Loyal, considerate, perceptive, concerned with how others feel.

INFJ

Succeed by perseverance, originality, and desire to do whatever is needed or wanted. Put their best efforts into their work. Quietly forceful, conscientious, concerned for others. Respected for their firm principles. Likely to be honored and followed for their clear convictions as to how best to serve the common good.

ESTJ

Practical, realistic, matter-of-fact, with a natural head for business or mechanics. Not interested in subjects they see no use for, but can apply themselves when necessary. Like to organize and run activities. May make good administrators, especially if they remember to consider others' feelings and points of view.

ESFJ

Warm-hearted, talkative, popular, conscientious, born cooperators, active committee members. Need harmony and may be good at creating it. Always doing something nice for someone. Work best with encouragement and praise. Main interest is in things that directly and visibly affect people's lives.

ENTJ

Hearty, frank, decisive, leaders in activities. Usually good in anything that requires reasoning and intelligent talk, such as public speaking. Are usually well informed and enjoy adding to their fund of knowledge. May sometimes appear more positive and confident than their experience in an area warrants.

ENFJ

Responsive and responsible. Generally feel real concern for what others think or want, and try to handle things with due regard for the other person's feelings. Can present a proposal or lead a group discussion with ease and tact. Sociable, popular, sympathetic. Responsive to praise and criticism.

ISTP

Cool onlookers--quiet, reserved, observing and analyzing life with detached curiosity and unexpected flashes of original humor. Usually interested in cause and effect, how and why mechanical things work, and in organizing facts using logical principles.

ISFP

Retiring, quietly friendly, sensitive, kind, modest about their abilities. Shun disagreements, do not force their opinions or values on others. Usually do not care to lead but are often loyal followers. Often relaxed about getting things done, because they enjoy the present moment and do not want to spoil it by undue haste and exertion.

INTP

Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.

INTP

Quiet and reserved. Especially enjoy theoretical or scientific pursuits. Like solving problems with logic and analysis. Usually interested mainly in ideas, with little liking for parties or small talk. Tend to have sharply defined interests. Need careers where some strong interest can be used and useful.

INFP

Full of enthusiasms and loyalties, but seldom talk of these until they know you well. Care about learning, ideas, language, and independent projects of their own. Tend to undertake too much, then somehow get it done. Friendly, but often too absorbed in what they are doing to be sociable. Little concerned with possessions or physical surroundings.

ESTP

Good at on-the-spot problem solving. Do not worry, enjoy whatever comes along. Tend to like mechanical things and sports, with friends on the side. Adaptable, tolerant, generally conservative in values. Dislike long explanations. Are best with real things that can be worked, handled, taken apart, or put together.

ESFP

Outgoing, easygoing, accepting, friendly, enjoy everything and make things more fun for others by their enjoyment. Like sports and making things happen. Know what's going on and join in eagerly. Find remembering facts easier than mastering theories. Are best in situations that need sound common sense and practical ability with people as well as with things.

ENTP

Quick, ingenious, good at many things. Stimulating company, alert and outspoken. May argue for fun on either side of a question. Resourceful in solving new and challenging problems, but may neglect routine assignments. Apt to turn to one new interest after another. Skillful in finding logical reasons for what they want.

ENFP

Warmly enthusiastic, high-spirited, ingenious, imaginative. Able to do almost anything that interests them. Quick with a solution for any difficulty and ready to help anyone with a problem. Often rely on their ability to improvise instead of preparing in advance. Can usually find compelling reasons for whatever they want.